

**Auburn Police Officers Association  
Tentative Agreement Package**

Item	Description	Impact FY 14
#1	2 year term through 06/30/14	
#2	4% One-time distribution effective pay period after adoption	\$46,244
#3	Cafeteria Plan	
#4	Pick up LTD costs	\$195
#5	On Duty work out with Chief's approval.	
#6	Add 15 year longevity step: a. Employee must have a performance evaluation of "meeting expectations" or better in proceeding 12 month period. b. Performance criteria to be applied to all longevity steps. (7, 11, 15, & 20)	\$12,400
#7	Employees pay 9% PERS on 07/01/13	\$0
#8	PERS swap, salary increase of 3.16% effective as soon as Administratively possible	\$0
#9	4% Salary restoration effective 07/01/13.	\$46,244
#10	Night shift increase from 2.5% to 5% of salary	\$8,252
#11	Vacation sell back of 108 hours: a. 54 hours December of 2013 b. 54 hours June of 2014	\$39,424